



100 YEARS OF HEART



2005-2006 PROVINCIAL BUDGET
PERFORMANCE PLAN
SASKATCHEWAN COMMUNITY RESOURCES
AND EMPLOYMENT



Minister's Message

It is my pleasure to present the performance plan for Saskatchewan Community Resources and Employment for 2005-06 and beyond.

Our Department's vision is one of a province where all people, regardless of differences in their needs and circumstances, have the opportunity to contribute to and be included in the economic life of their communities.

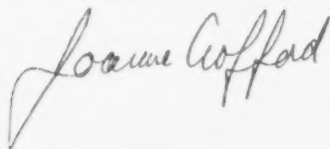
In 2005-06, our Department will build on the range of programs and initiatives developed in our *Building Independence* strategy—all of them aimed at improving the quality of life for low-income individuals and families. The enhancements include an increase in the adult basic allowance of the Saskatchewan Assistance Plan, indexing of the Saskatchewan Employment Supplement to ensure payments better reflect increases in the cost of living and revisions to the shelter rates of the Saskatchewan Assistance Plan and Transitional Employment Allowance.

As a further step toward building independence, we are developing a long-term made-in Saskatchewan Early Learning and Child Care plan that will help our youngest children get a good start in life. This approach will support healthy child development and assist parents to balance their work and family responsibilities. It includes early learning, child care and supports for families.

We recognize that quality and affordable housing provides a strong foundation for individuals and families to live more independently, and helps them contribute socially and economically to the communities in which they live. In 2005-06, we will introduce the Saskatchewan Rental Housing Supplement with the goal of improving access to stable and affordable housing. The supplement provides support to both families and individuals with disabilities.

Saskatchewan's centenary gives us a moment to reflect on what we've accomplished and the opportunities ahead. As the Minister of Community Resources and Employment, I am pleased with the role our Department has played in improving the quality of life of Saskatchewan people—based on a model of citizenship and inclusion.

The following pages will provide more detail on plans for meeting our objectives. This is part of our commitment to complete the key actions identified in our performance plan and to report to the people of Saskatchewan on our progress in the Department's Annual Report in July 2006.



Joanne Crofford
Minister of Community Resources and Employment

Who We Are

The mandate of the Department is to work with citizens to help them build better lives for themselves through economic independence, strong families, inclusive communities, and active involvement in Saskatchewan's labour force and economy. Department programs support employment, child well-being, independent living for seniors and people with disabilities, and better housing for low and moderate income people. The Department also offers programs that ensure basic standards of income and child well-being are maintained.

ORGANIZATION

Community Resources and Employment is organized into four major program divisions and a number of corporate service branches and divisions. It is one of the largest departments in the provincial government with approximately 2,500 employees.

Most of the Department's programs are delivered locally through five regional offices and service centres, located in 22 communities across the Province. This regional approach ensures that services are provided in a manner that is sensitive to local needs.

The Saskatchewan Housing Corporation operates through six offices in different parts of the Province. The offices work with local housing authorities and other community agencies.

EMPLOYMENT AND INCOME ASSISTANCE DIVISION

The Employment and Income Assistance Division supports a range of employment and financial services to people experiencing difficulties maintaining economic self-reliance.

Career and Employment Services are delivered from 20 offices around the Province. The offices are open to the general public, to help with job search, career planning and information about jobs anywhere in the Province. Other services include training benefits in approved skills training programs, work experience opportunities, and job maintenance supports to individuals to sustain their employment. Regional staff work with employers to develop opportunities for people seeking work, and to help meet the skill needs of the labour market. Information on programs is available online at www.sasknetwork.ca.

The Saskatchewan Assistance Plan (SAP) and the Transitional Employment Allowance (TEA) provide a basic income for individuals and families, while other income security programs support families to meet their children's needs and maintain parents' employment. The Child Care Branch licenses homes and centers to provide quality day care for children. The Saskatchewan Income Plan is a supplement for low-income seniors, and is provided with the federal Old Age Security and Guaranteed Income Supplement cheque.

COMMUNITY LIVING DIVISION

The Community Living Division supports the development of inclusive communities for individuals with intellectual disabilities through the provision and co-ordination of a variety of services to address the impact of disability. Some services are provided directly to individuals and their families through community service workers and program consultants located in regions throughout the Province and Valley View Centre, a long-term care facility in Moose Jaw. Most programs and services, however, are delivered through an extensive system of community-based vocational, residential and early childhood services.

The Department is a signatory to a three-way partnership agreement between the Saskatchewan Association of Rehabilitation Centres and the Saskatchewan Association for Community Living that establishes a commitment of the partners to work together to maximize the quality of life of people with disabilities in Saskatchewan.

HOUSING DIVISION

The Housing Division supports housing self-reliance among low and moderate-income households. The Housing Division supplies staff services and manages the resources of the Saskatchewan Housing Corporation (SHC), a Saskatchewan Crown corporation that manages approximately \$2.7 billion in public housing assets. The division manages social and affordable housing programs, and leads the development of housing policies on behalf of the Government of Saskatchewan. SHC has operating agreements with more than 450 organizations, including local housing authorities, housing co-operatives and non-profit agencies. Under these agreements, local organizations manage and maintain the rental housing properties owned by SHC.

CHILD AND FAMILY SERVICES DIVISION

The Child and Family Services Division supports delivery of programs and services to at-risk children, youth and families to prevent further family breakdown. It also provides services to protect children from harm and provides children in the Minister's care with appropriate residential and personal services.

Partnerships with First Nations and Métis child and family service agencies strengthen the Department's ability to serve Aboriginal communities. The Department's work with First Nation and Métis organizations focuses on consultation and the development of collaborative approaches, capacity building in Aboriginal communities, and the development of service relationships and partnerships to strengthen service delivery to Aboriginal people.

CORPORATE SUPPORT BRANCHES

The Deputy Minister's Office provides executive management of the Department. The Department's central office structure also includes a number of corporate service branches that support program and service implementation. These include the Human Resources Division, the Intergovernmental Relations Branch, the Communications and Public Education Branch, the Strategic Policy Branch, the Research and Evaluation Branch, and the Information Technology Services Division. The Finance and Property Management Division oversees the Department budget, and manages the property assets of the Department through contracts with Saskatchewan Property Management (SPM).

OFFICE OF DISABILITY ISSUES

Established in 1998, the Office of Disability Issues serves as a focal point for provincial government initiatives on disability policy and performs a co-ordinating role throughout government in addressing disability issues and policies. The Minister of Community Resources and Employment is also designated Minister Responsible for Disability Issues. Community Resources and Employment hosts the Office of Disability Issues.

COMMUNITY AND GOVERNMENT PARTNERS

The Department maintains service delivery agreements with several hundred community based organizations, housing authorities, First Nations and Métis organizations. These organizations represent a significant part of the Department's overall delivery system. They are primarily non-profit entities with a membership, an elected board of directors and paid staff. Most have mixed funding bases of grants, donations, fees and fund-raising. These organizations provide services such as career and employment services, child care, parenting support, child nutrition, early childhood development, trusteeship, tenant services, residential care, supported living, and vocational training. The nature of the relationship of the Department to community-based organizations varies across program areas.

The Department represents the Province in joint work with the federal government and other provinces and territories on initiatives such as the National Child Benefit, Early Learning and Child Care, the Canada-Saskatchewan Labour Market Development Agreement, and the Affordable Housing Agreement.

The Department is an active participant in several interdepartmental initiatives. Through School^{Plus}, the Department, with other human service departments, is working to integrate services and to change the role of schools to serve as centres for social, health, recreation, culture, justice and other services for children, youth and their families. *KidsFirst*, an interdepartmental program led by the Department of Learning, helps young parents to improve as parents and have the healthiest children possible. Community Resources and Employment provides families in this program with child care, parenting support and financial assistance. More information on *KidsFirst* can be found at http://www.sasked.gov.sk.ca/branches/ecd/kids_first.shtml

The Department is also involved in new interdepartmental initiatives, led by the Department of Health, to support young people with cognitive disabilities and their families. Often these individuals have disabilities related to disorders such as Fetal Alcohol Spectrum Disorder and Autism Spectrum Disorder. Individuals with cognitive disabilities such as these, often have complex needs and have difficulty in finding appropriate educational settings and supportive work environments and suitable housing.

Plan at a Glance

This is the third performance plan publicly released by Community Resources and Employment. The plan builds on achievements of the past years. The Department's strategic plan expresses a vision of a province in which every citizen has opportunities to contribute and benefit from participation in the economy and inclusion in communities. This plan continues the redefinition of social programs to help the Province move forward toward this vision.

The plans put forward in this document are part of a multi-year strategy. The key actions presented for 2005-06 will lay the basis for further activities in the years to come. This performance plan will evolve over time as the Department and its service partners respond to changing social and economic circumstances. The plan's goals and objectives, however, reflect priorities that will remain constant over several years.

Last year the Government announced *HomeFirst*, a five year initiative to develop a continuum of housing programs that address the needs of households and help households move to more secure and better housing over time. This year a major new income support program – the Saskatchewan Rental Housing Supplement – will start providing benefits to low-income families and disabled persons, to help offset rental costs, and to promote better quality in low-income housing. The activities in this plan will support the transition of families to greater self-reliance in housing.

Along with the housing supplements, the adequacy of income for low-income families and individuals will be addressed in several ways. Social assistance basic allowances will increase, housing shelter rates will be changed to reflect historical increases to rental rates in the major cities, and earnings exemptions for persons with disabilities will be increased.

This year the Department will integrate employment and income assistance programs to allow for more personalized work and employment supports tailored to the needs and circumstances of individuals. This approach has a focus on employment and expands the Transitional Employment Allowance to support people moving to greater levels of independence.

The Department is developing a long-term, made-in-Saskatchewan plan for Early Learning and Child Care that will help children get a good start in life. This approach will incorporate child care, early learning, and supports to families. It will build healthy child development and assist parents in balancing their work and family responsibilities.

OUR VISION – Saskatchewan people, regardless of differences in needs and circumstances, have opportunities to contribute and be included in the economic and social life of the Province.

GOAL 1

Economic independence and self reliance

OBJECTIVE 1 - *Increase labour market attachment for persons with multiple barriers to employment including low-income*

Performance Measures:

- The number of families receiving the Saskatchewan Employment Supplement (SES)
- The percentage of persons with disabilities receiving employment supports or programs who obtain or maintain employment
- Youth on social assistance as a percentage of the provincial youth population
- Social assistance beneficiaries as a percentage of the provincial population
- The total number of licensed child care spaces

OBJECTIVE 2 - *Reduce dependency on highly subsidized and structured government initiatives*

Performance Measures:

- The number of housing units developed under the Centenary Affordable Housing Program (CAHP)
- The number of households receiving the Saskatchewan Assistance Plan
- The number of Saskatchewan Assistance Plan beneficiaries
- The number of Employment Insurance (EI) claimants returned to work

OBJECTIVE 3 - *Provide fair, effective last-resort economic protections when needed*

Performance Measure:

- The number of Saskatchewan Assistance Plan (SAP) households self-managing rent

GOAL 2

Inclusion in families and communities

OBJECTIVE 1 - *Keep children in functional families*

Performance Measure:

- The number and per cent of licensed child care spaces for special needs children

OBJECTIVE 2 - *Reduce reliance on child welfare services that separate families*

Performance Measures:

- The number of children in care of the Minister
- The proportion of extended family placements versus other out-of-home placements for children
- The number of child protection families served

OBJECTIVE 3 - *Maintain quality residential care standards*

Performance Measure:

- The number of residential service facilities or private service homes licensed under *The Residential Services Act*

OBJECTIVE 4 - *Support people with disabilities and seniors to live independently in the community*

Performance Measures:

- The number of low-income and special needs people on waiting lists for Saskatchewan Housing owned properties
- The number of households in subsidized housing with assisted living services for seniors
- The number of admissions to Valley View Centre
- The number of persons with intellectual disabilities moving from Valley View Centre to community residential alternatives
- The number of persons with intellectual disabilities living in their own residences with minimal life skills support through Community Living funded supportive living programs

In July 2006, the Department will release its 2005-06 Annual Report, at which time readers may assess our progress in achieving this plan.

2005-06 Financial Overview

Community Resources and Employment will spend \$637.510 million to deliver its programs and services throughout the Province. The following outlines the 2005-06 appropriation for direct program delivery and grants to third parties.

2005-06 ESTIMATES	<i>(in thousands of dollars)</i>
Employment and Income Assistance	\$339,796
Housing	22,108
Early Childhood Development	3,574
Regional Service Delivery	71,344
Child Care	24,792
Community Living	80,806
Central Management & Services and Office of Disability Issues	28,182
Child and Family Services	66,524
Total Appropriation	\$637,126
Capital Acquisitions	(950)
Amortization	1,334
Total Expense	\$637,510
FTE Staff Complement	2,131.3
REVENUES	\$19,830

The following significant changes in funding have occurred since last fiscal year:

- \$7.7 million in 2005-06 to improve the adequacy of support for low-income families and the disabled in Saskatchewan through affordable and quality housing
- An investment of \$6 million to provide further resources for low-income families and individuals and to improve their ability to get work and become independent
- With federal funding of \$21.7 million in 2005-06, we are investing in Saskatchewan children by developing a new provincial plan for Early Learning and Child Care, building on the previously announced Child Care Saskatchewan that will create 1,200 new child care spaces by 2007

Trends and Issues

DEMOGRAPHIC TRENDS

The size of the Saskatchewan population is a major determinant of demand for public services in the Province. For the past two decades, the population has been relatively stable around one million people. While the overall size has not changed, major shifts have occurred within the internal distribution of the population, and these have created pressures for services in cities, for children, and for the elderly.

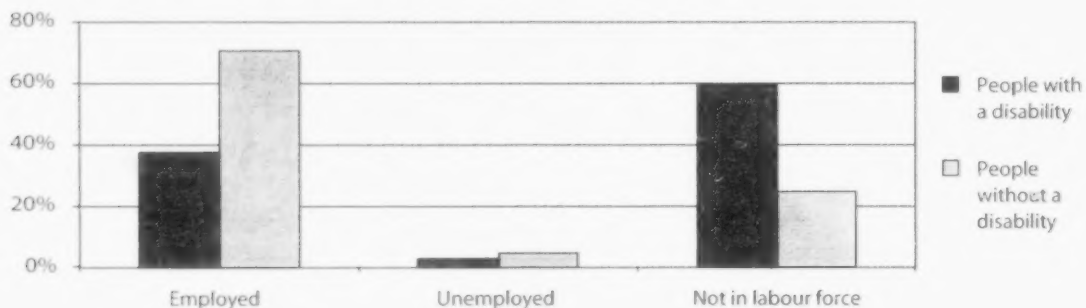
The population has increased in the two major cities, Regina and Saskatoon, and in the north. Northern communities face unique issues. There is a high percentage of Aboriginal people (over 80 per cent of northern residents) and youth (45 per cent of the northern population is under 20 years of age). Families are poorer than in the south, and access to good housing is in short supply. These trends create a challenge for the Government. Without an expansion of economic opportunities in the north, community demand for programs and resources to ensure that this population has adequate education, employment, housing, income, health and community services may be expected to increase.

Saskatchewan's aging population will continue to exert demand on health care systems and on those 'sandwich' families who are caring both for children and older parents.

PERSONS WITH DISABILITIES

The prevalence of disability in the Province is high, with approximately one in twenty people indicating the existence of a disability in the 2001 Census. People with disabilities are more likely to have lower educational levels and lower labour force participation rates than those without disabilities. These factors limit the participation of people with disabilities in the economic life of the Province. The policy and program challenge is to develop mechanisms and supports to allow all people to fully participate in economic and social activities within their community.

LABOUR FORCE PARTICIPATION OF PEOPLE WITH AND WITHOUT DISABILITY



Source: Statistics Canada 2001 Census, Custom Tables, Saskatchewan Bureau of Statistics

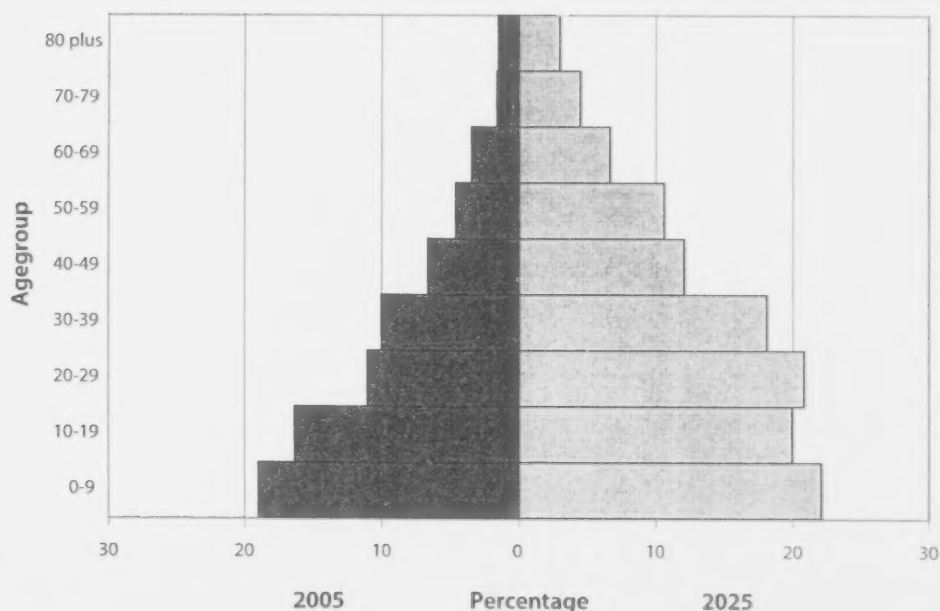
ABORIGINAL PEOPLE

Aboriginal people are over-represented in most Department programs. Population projections suggest that Aboriginal people will account for about 20 per cent of the total provincial population by 2025, and an even greater proportion of the youth and young adult population in the Province¹. Without changes in their economic circumstances and improved employment opportunities, First Nations' participation in last resort social and economic programs will continue to be high.

There is considerable mobility of Aboriginal families on and off reserves. Within the Department's service regions, the Centre (Saskatoon) and Southwest (Regina) regions have particularly large numbers of off-reserve people creating unique service challenges for those two regions.

As the total number of Saskatchewan children and youth less than 18 years of age decline, the Aboriginal population in the same group is rising. If socioeconomic conditions for Aboriginal people do not improve, the disproportionately high proportion of Aboriginal people on Department caseloads can be expected to continue.

PER CENT OF POPULATION BY AGE GROUP THAT IS FIRST NATIONS – PROJECTIONS FOR 2005 AND 2025



Source: 'Saskatchewan Labour Trends', Saskatchewan Learning, November 2004

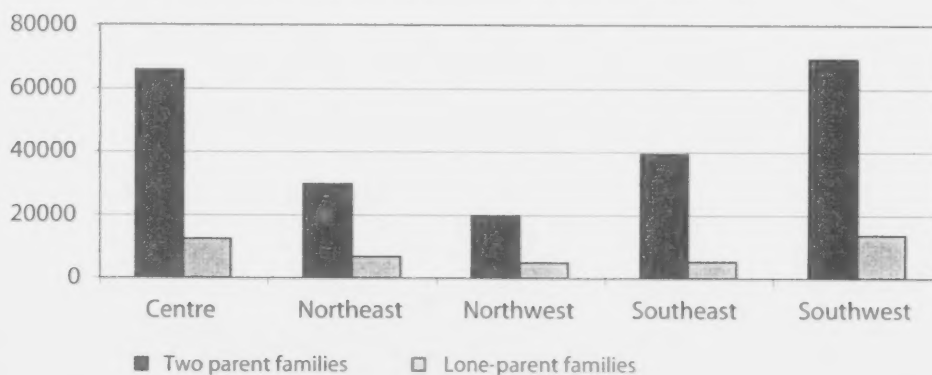
¹ Source: 'Saskatchewan Labour Market Trends', Saskatchewan Learning, November 2004

FAMILY STRUCTURE AND FUNCTIONING

In 2001, 16 per cent of families in the Province were headed by a lone parent². Research over the past years has tended to show that a higher percentage of children from lone parent families are at risk for greater health, social, and developmental problems³. Lone parents also are at greater risk for economic insecurity and health problems, such as depression. The lower income and reduced labour force participation of many lone-parent families is a major contributor to poorer child outcomes.

The Southwest and Centre service regions of the Department have high percentages of lone parent families, and together account for 60 per cent of all such families in the Province. While these regions may have more lone-parent families, they also provide more employment opportunities for parents.

NUMBER OF FAMILIES IN DEPARTMENT REGIONS BY TYPE OF FAMILY (2001)



Source: Statistics Canada 2001 Census, Custom Tables, Saskatchewan Bureau of Statistics

The provision of early learning opportunities can help ameliorate disadvantage arising from families raising children in economically insecure environments. The Department, together with Saskatchewan Learning, is working to develop a new approach to early learning and child care in Saskatchewan that will blend early learning, child care and supports to families.

INCOME AND LABOUR FORCE

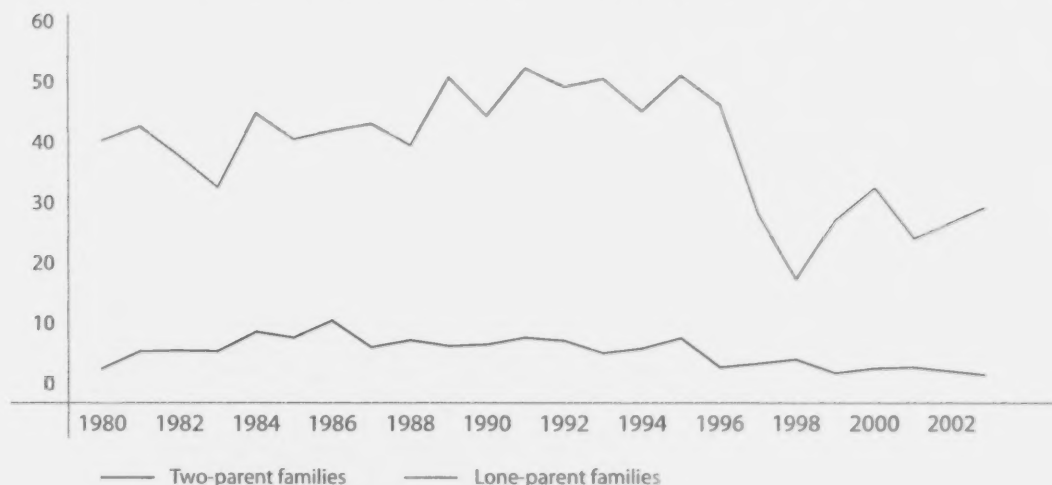
Short-term economic forecasts predict increased employment and economic activity. While a shortage of skilled workers exists in the Province, there remains strong demand for entry-level jobs that require a high school equivalent education – jobs that are within the reach of many persons currently unemployed and requesting income assistance.

² 2001 Census, Statistics Canada

³ J. Douglas Willms (editor) 'Vulnerable Children: Findings from Canada's National Longitudinal Survey of Children and Youth', University of Alberta Press, 2002.

Over the past decade, the incidence of low-income (as measured by the Statistics Canada after-tax low income cut-off) has declined, both in Saskatchewan and nationally. The decrease for lone parents in this Province has been particularly sharp, dropping from 48.8 per cent (1992) to 28 per cent (2002). This has been brought about by a combination of an improved economic climate and a restructuring of the system of transfer payments for low-income families.

PER CENT OF FAMILIES WITH CHILDREN IN LOW INCOME – SASKATCHEWAN 1980-2002



Source: 'Income Trends in Canada: 1980-2002', Statistics Canada, 2004

Employment rates for both younger and older workers are on the increase. After declining in the 1980's, earnings for full-time workers have flattened out, creating an earnings gap between Saskatchewan and the rest of the country. Though jobs exist, the earnings difference may dissuade workers outside the Province from migrating into Saskatchewan. This further increases the necessity for provincial educational and service systems to foster the skill development of people within the Province to take on these jobs. While average earnings have not grown substantially, poverty levels are among the lowest they have been in 20 years.

Saskatchewan faces important policy issues in the coming years. With skilled labour shortages, a large segment of the population – Aboriginal people, northerners, people with disabilities, youth – face high risks of marginalization, and exclusion from the benefits of opportunities and growth. Unless Saskatchewan is able to draw on currently under-used human resources, economic growth potential will not be fully realized, and the burden of support for dependent segments of the population will fall on a shrinking pool of workers. Saskatchewan can benefit most – both economically and socially – from reaching out to groups currently outside the mainstream as potential labour force participants.

Changes from 2004-05 Performance Plan

The Department has modified the wording of a number of existing performance measures to improve their clarity. Changes in wording such as "The number of ..." provide information on how the measure is calculated, but the substance of the measures remains the same. The Department will continue to assess current performance measures and develop others that provide outcome information on programs and services.

In some cases, measures were reworded as a result of a change in the method of calculation. Two measures were reframed to reflect this change in calculation. The measures 'social assistance beneficiaries as a percentage of the provincial population' and 'youth on social assistance as a percentage of total youth population' were changed to give the Department better source data. The Department has chosen to use provincial statistics from Saskatchewan Health and internal management information rather than relying on older data provided through the federal government.

The number of persons with disabilities placed in supported employment has been expanded to include all persons with disabilities rather than only those with intellectual disabilities; the baseline has been adjusted accordingly.

Five new measures have been added:

- The total number of licensed child care spaces
- The number of housing units developed under the Centenary Affordable Housing Program (CAHP)
- The number of Employment Insurance (EI) claimants returned to work
- The number of child protection families served by the Department
- The number of residential service facilities or private service homes licensed under *The Residential Services Act*

Goals, Objectives, Actions and Measures

This section provides more information on the Department's strategic plan, the rationale guiding the plan, and measures for assessing the performance of department activities supporting the plan. The Department's strategic plan is oriented around seven guiding principles:

- Citizens have a right to opportunities for economic and social inclusion, and a responsibility to participate and contribute within their capacities.
- Citizenship for all people is a shared responsibility and is achieved through partnerships among individuals, families, communities and governments.
- Sustainable social policy reflects widely shared values and is developed through open dialogue with clients, stakeholders and the public.
- Interventions to support citizenship should be built on the best evidence of what works.
- Programs and services should be the least intrusive possible to achieve desired objectives.
- Community Resources and Employment is accountable to government and the public for the effectiveness and efficiency of its programs and services.
- Citizens need a productive role in life that provides the opportunity to contribute to their own wellbeing, to families, to communities and to the Province.

As noted in the Trends and Issues section of this report, there are several external factors that influence the demand for department services. These were considered in developing the 2005-06 plan. Chief amongst these factors is the performance of the overall Canadian and provincial economies. The Department serves a primarily low-income clientele, and any activities that lead to an increase in unemployment will have a major effect on the demand for services and department expenditures. This plan is based on assumptions that Saskatchewan will not face an economic downturn in 2005-06, but rather, the expansion of employment that has occurred over the past years will continue. The plan also assumes no loss in revenues from major federal-provincial cost-sharing or social transfer programs.

Some program outcomes are complex and therefore difficult to measure. Measures in the current plan use available data and are a mixture of process and outcome measures. Where it is not possible to report directly on the effectiveness of specific programs, activity level measures have been used. As the Department's knowledge systems become more developed, a greater number of direct outcome measures of performance will be reported.

GOAL 1

Economic independence and self reliance

OBJECTIVE 1 - *Increase labour market attachment for persons with multiple barriers to employment including low-income*

For most in society, employment is their main source of income and is the main route for improved well-being. It is important that every person who can be employed has the opportunity to have employment. This reduces disadvantage, increases personal well-being, and supports the health of the economy.

Key Actions for 2005-06

- Implement a new employment model, so that all new applicants for income supports, who are job-ready or have capacity for employment will receive employment services. Expand employment services, such as Jobs First, to a broader range of people who, with additional supports, could become self-sufficient within a year.
- Further simplify the administration of benefits by adapting TEA to a broader range of client needs and circumstances and providing benefits that address the additional costs of seeking and starting work.
- Expand the Saskatchewan Employment Supplement by indexing the income thresholds for families to qualify for the program.
- Develop, with the Department of Learning, a Saskatchewan-made year early learning and care strategy. Nearly \$22 million of federal funding will be invested to develop a new provincial plan for Early Learning and Child Care that includes new programs and expansion to many of the current programs. The plan will build healthy child development and will assist parents in balancing their work and family responsibilities.

What are we measuring?

The number of families receiving the
Saskatchewan Employment Supplement (SES)

Where are we starting from?

7,649 families
[2003-04]

The Saskatchewan Employment Supplement (SES) was introduced to help low-income parents with child-related costs of working. Utilization of this program is an indication that low-income families are choosing employment rather than social assistance.

This measure is based on the monthly average number of families receiving SES payments

What are we measuring?

The percentage of persons with disabilities receiving employment supports or programs who obtain or maintain employment

Where are we starting from?

37%
[2003-04]

The Department works with employers, families and communities to help people with disabilities gain greater independence through employment. As part of the route to independence, people are supported in a variety of ways including supported employment, individual support, and/or productivity support.

This measure reports the percentage of people with disabilities who have participated in an employment service or program and who have obtained and maintained employment.

What are we measuring?

Youth on social assistance (SA) as a percentage of the provincial youth population

Where are we starting from?

5.4%
[2003-04]

People who establish dependency patterns early in life often have greater difficulty establishing long-term self-sufficiency. The Department works closely to ensure youth in financial need make a transition to employment and self-reliance.

The measure is based on the monthly average of young persons (18-29 years of age) receiving SA payments over the provincial covered population of the same age range. The age range reflects the practice used in other labour market programs funded through the Canada-Saskatchewan Labour Market Agreement. The baseline has been revised to reflect this new definition.

What are we measuring?

Social assistance beneficiaries as a percentage of the provincial population

Where are we starting from?

6%
[2003-04]

Social assistance is affected by many external trends, such as unemployment and population growth. If reliance on social assistance is declining, holding economic and demographic conditions constant, this is an indicator of progress in increasing labour market attachment for persons with barriers to employment. This measures the social assistance dependency rate.

The measure is calculated as the yearly average number of provincial social assistance beneficiaries as a percentage of the total provincial population aged 0 to 64 years.

What are we measuring?

The number of licensed child care spaces

Where are we starting from?

8,132

[March 2005]

Access to child care improves parents' ability to enter and remain in the workforce.

This measures the total number of new licensed child care spaces developed in family child care homes and child care centres for the current fiscal year.

OBJECTIVE 2 - Reduce dependency on highly subsidized and structured government initiatives

Programs such as social assistance and social housing are costly and provide a highly structured environment for citizens. Though they form an important economic safety net, they have detrimental social effects which may degrade people's capacities for greater self-sufficiency.

Key Actions for 2005-06

- Increase affordability and quality of housing for low-income families and persons with disabilities through the introduction of the Saskatchewan Rental Housing Supplement. This Supplement has two components; the Rental Housing Supplement and the Disability Housing Supplement. New repair and renovation programs linked to the two supplements will help increase the quality of affordable housing stock.
- Expand the number of affordable homes available to low to moderate income earners, through development of housing units under the Centenary Affordable Housing Program (CAHP). In January 2005, the Canada-Saskatchewan Affordable Housing Agreement was extended to 2008, providing an additional \$10.09 million in federal funding. This will be matched by contributions from the Province, municipalities and other private and non-profit organizations. In total, \$104 million has been allocated to CAHP.
- Improve energy efficiency in housing owned and maintained by the Saskatchewan Housing Corporation by new standards for construction and renovation.
- Make more efficient and effective use of existing housing units by converting some social housing units to home ownership for low-income families in inner city areas; transferring some housing to the non-profit sector; and selling some units to the private sector.
- Implement pilot projects to promote asset accumulation options to address long-term housing affordability and increase home ownership for lower-income households.
- For those children who are unable to safely remain at home, reduce the reliance on high cost private treatment facilities by exploring the capacity in communities to provide a continuum of out-of-home resources.
- Expand the Child Nutrition and Development Program which supports nutrition and nutrition education programs for school-age children, and develop a policy framework and action plan around the issue of food security, in conjunction with other departments, agencies and community based organizations.

What are we measuring?

The number of housing units developed under the Centenary Affordable Housing Program (CAHP)

The CAHP funds the construction of rental units, homeowner construction and acquisition or renovation of existing homes. Stable and affordable housing can enable people to participate in the labour force by increasing their financial savings and security of tenure. Stable housing may also provide contacts and networks of support within a community. It also facilitates skills training and education through the availability of increased financial resources and a safe and secure environment where parents can focus on learning. To date, over 670 units are completed or under development toward the target of 2,000 affordable housing units.

This measure is the total number of CAHP units committed and under construction for the current fiscal year.

Where are we starting from?

255 CAHP units committed and under construction in 2004

What are we measuring?

The number of households receiving the Saskatchewan Assistance Plan

The number of Saskatchewan Assistance Plan beneficiaries

Where are we starting from?

28,931 households

52,239 beneficiaries
[2003-04]

The Saskatchewan Assistance Plan is a last-resort income support for people who have no other alternatives. A reduction in the number of households and persons dependent on this program is an indication of better outcomes for low-income people in Saskatchewan.

The measure is calculated as a monthly average over a period of 12 months.

What are we measuring?

The number of Employment Insurance (EI) claimants returned to work

Where are we starting from?

4,500
[2004-05]

This measure provides information on how successful the Department has been in providing the necessary supports for EI claimants to re-enter the workforce, reducing their dependence on EI and other income support programs.

This measure is the total number of current and former EI claimants who were employed before, during or after the end of the Insurance Benefit period after receiving employment supports from the Department during the year.

OBJECTIVE 3 - *Provide fair, effective last-resort economic protections when needed*

Social assistance is an important last-resort source of income for some people. While it is important that social assistance be available where necessary, it should be a fair system that meets basic needs and supports peoples' transitions to greater economic and social independence. Several measures are being taken this year to improve the adequacy of incomes that people receive from these income support programs.

Key Actions for 2005-06

- Increase the adult basic allowance by \$10 for over 24,000 individuals on the Saskatchewan Assistance Plan.
- Increase the social assistance earnings exemption by \$50 per month for persons with disabilities. This exemption, will allow around 750 persons with disabilities to retain more of their earnings while on social assistance.
- Revise the shelter rates for the Saskatchewan Assistance Plan and the Transitional Employment Allowance to reflect the historical increase in rental housing rates in the Province's larger cities.

What are we measuring?

The number of Saskatchewan Assistance Plan (SAP) households self-managing rent

Where are we starting from?

62%
[March 31, 2004]

It is important that people on social assistance retain and build on the skills that are needed to be self-reliant. One important skill is management of rent and relationships with one's landlord.

This is measured as the number of SAP households self-managing rent as of March 31 each fiscal year.

GOAL 2

Inclusion in families and communities

OBJECTIVE 1 - *Keep children in functional families*

A healthy functioning family is the best environment in which a child can grow and thrive. Some families face increased difficulties in parenting or in providing appropriately for the developmental needs of their child. This may be due to challenges arising from one or more members of the family with a disability, or from poverty and related social issues.

Experience has shown that children have poorer outcomes if they lose a relationship with their families. Regardless of how good alternate out-of-home care may be, it is in society's and the child's best interest to support healthy, well-functioning families.

Key Actions for 2005-06

- Develop ways of diverting families from the child welfare system through collaboration with *KidsFirst* [Learning] and the *SchoolPlus* [Learning] initiatives.
- Improve services to families on and off reserve with a goal of keeping families together, through new training, communication and co-ordination between the Department and First Nations Child and Family Service agencies.

What are we measuring?

The number and per cent of licensed child care spaces for special needs children

Where are we starting from?

441

6%

[March 31, 2004]

Child care providers can have difficulty providing for the needs of children with disabilities and other special needs children. More spaces can provide for the needs of these children and less likelihood that a child will require an out-of-home placement.

This measure is calculated as the number of individual children funded plus 25 per cent of licensed spaces in bloc-funded centres for March each fiscal year.

OBJECTIVE 2 - Reduce reliance on child welfare services that separate families

Sometimes it is necessary to remove children from their homes, if the home environment places the child at risk of neglect or abuse. If means can be found to maintain safety and support the needs of the child with the least possible disruption to the family, the life outcomes for the child can be expected to improve.

Key Actions for 2005-06

- Implement Kinship Care provisions that would place children with extended family members, as an alternative to foster care.
- Increase transitions of children-in-care to natural or extended families.
- Develop and implement alternative and culturally sensitive approaches to working with families in the child welfare system and in developing alternative approaches to court-based family service interventions.

What are we measuring?

The number of children in care of the Minister

Where are we starting from?

2,798

[March 31, 2004]

Children can be placed in care of the Minister on a temporary or permanent basis if their parents are unable to care for them safely. Because children who grow up in care of the Minister experience poorer life outcomes than children raised in their own families, it is appropriate to ensure that children are taken into care only when necessary.

The number of children in care reported here does not include children on reserve who are brought into care under First Nations Child and Family Service Agencies.

The number of children in care is affected by social conditions and the incidence of problems such as addictions and mental health within families.

What are we measuring?

Where are we starting from?

The proportion of extended family placements versus other out-of-home placements for children

34%
[March 31, 2004]

Foster care has been the traditional placement resource for a child requiring out-of-home care. This measure indicates the Department's success at extended family placements that maintain a closer link between the child and family.

This measure is calculated as the number of extended family placements over the number of other types of out-of-home placements (e.g. group homes, private treatment homes, foster homes) for children at March 31 of each fiscal year.

What are we measuring?

Where are we starting from?

The number of child protection families served by the Department

1,860 families
[March 31, 2004]

When a child is at risk of abuse or neglect, the Department is required to conduct an investigation into the circumstances and conditions surrounding the child and his/her family. Depending on the circumstances, department staff may seek to help the parents safely care for their children by referring parents or children to appropriate agencies, or supporting the family through temporary placements of parent aides. A measure on child protection families can inform the Department of supports that are required to protect and support the growth and development of children and youth and families.

OBJECTIVE 3 - Maintain quality residential care standards

When vulnerable people are placed outside of the family home, it is important that the new living situation meets their emotional, physical and developmental needs. The Department needs to ensure that all standards of care, and standards of practice are appropriately and effectively being met, to achieve the best outcome for people who depend upon the care of others.

Key Actions for 2005-06

- Minimize the risk of violence and/or abusive behaviour by individuals supported in Approved Private-service Homes (APSH) including providing training on the new APSH violence policy to new Community Living regional field staff.
- Improve individualized planning and on-going support framework for individuals with intellectual disabilities through full implementation of the Comprehensive Personal Planning and Support Policy – a case management approach for individuals requiring care. This involves work with community agencies to align their practices with the policy, and providing training to agency staff and field staff in the new policies and procedures.
- Develop a new Residential Services policy manual to guide the practice of staff working in department group homes.
- Improve the quality of practice in child welfare by implementing the Department's Quality Improvement plan.

What are we measuring?

The number of residential service facilities or private service homes licensed under *The Residential Services Act*

Where are we starting from?

Community Living Division:

- 127 group homes
- 264 private service homes

Child and Family Services Division:

- 12 group homes
- 18 residential care and treatment homes

[2004]

The Residential Services Act outlines the licensing requirements, including standards, of those providing residential services for the Department. Tracking the number of facilities in compliance with the Act will provide an indication of the maintenance of standards within these facilities.

OBJECTIVE 4 - *Support people with disabilities and seniors to live independently in the community*

Individuals and families in society have expectations to conduct their lives with dignity, and little intrusion from public agencies. Where individuals are not capable of living completely independently, supports are often needed to accomplish activities of daily living. These supports must be provided in a manner that does not detract from an individual's dignity and allows for as much independence as possible.

Key Actions for 2005-06

- Strengthen and develop new community crisis capacity to support adults with challenging needs to remain within the community.
- Develop a Disability Policy Framework and action plan that responds to the Saskatchewan Council on Disability Issues' Action Plan (with the Departments of Health, Learning, Justice and others).
- Work with Department of Health (lead department) in implementing an interdepartmental Cognitive Disabilities Strategy that will improve supports for young people and their families impacted by Fetal Alcohol Syndrome Disorder, Autism Spectrum Disorder and other conditions.
- Work with the other human service departments to develop a common functional impact assessment that measures the effect of an individual's disability on their ability to function at home, at work, or in the community.
- Reduce reliance on institutional care for people with intellectual disabilities.
- Respond to the Saskatchewan Association of Rehabilitation Centres' Human Resources Plan.

What are we measuring?

The number of low-income and special needs people on waiting lists for Saskatchewan Housing owned properties

Where are we starting from?

2,141
[2003-04]

Reduced waiting lists for social and affordable housing is an indicator of the success of private housing markets at meeting low-income peoples' housing need and of the Department's success in helping low-income people improve their ability to buy better housing through employment.

What are we measuring?

The number of households in subsidized housing with assisted living services for seniors

Where are we starting from?

6,800
[September 2003]

Tenants in assisted living units receive supports that help them maintain their independence in the community.

This measure is the total number of households in subsidized housing with assisted living services for seniors.

What are we measuring?

Where are we starting from?

The number of admissions to Valley View Centre

0
[2003-04]

Valley View Centre is a long-term care facility for people with significant intellectual disabilities. Admissions are affected by the effectiveness of service systems and developing alternatives in the community.

This measure is the total number of persons admitted in the current fiscal year.

What are we measuring?

Where are we starting from?

The number of persons with intellectual disabilities moving from Valley View Centre to community residential alternatives

8
[2003-04]

Movement of residents from Valley View Centre to the community is a measure of effectiveness of efforts to develop family and community supports that support community inclusion.

What are we measuring?

Where are we starting from?

The number of persons with intellectual disabilities living in own residences with minimal life skills support

419
[March 2004]

Independence and choice are considered important aspects of quality of life for people with intellectual disabilities. This measure indicates success at developing supports that provide people with intellectual disabilities opportunities to live independently in their communities.

It is measured as the total number of people living in their own residence and supported through Community Living Division supportive living programs.

For More Information

Further information on the Department's organization, legislation, staff, policies, programs, and research may be obtained from the Department's website at www.dcre.gov.sk.ca.

Additional information may also be obtained by contacting:

Communications and Public Education Branch
Department of Community Resources and Employment
12th Floor
1920 Broad Street
Regina, Saskatchewan
S4P 3V6

Telephone (306) 787- 3686

Facsimile (306) 787- 8669

E-mail: communications@dcre.gov.sk.ca

